



**HUMAN RESOURCES OFFICE
TECHNICIAN / AGR ADMINISTRATIVE INSTRUCTION**

Number: 04-66

15 Dec 2004

Department of Defense National Security System (NSPS)

1. Congress authorized a new personnel system as part of the fiscal 2004 National Defense Authorization Act. NSPS provides an opportunity to improve the effectiveness of our department through a simplified personnel management system that will improve the way we hire and assign, as well as compensate and reward our employees. Further, it will provide the department with a modern, flexible and agile human resource system that can be more responsive to the national security environment, while preserving employee protections and benefits.
2. DoD adopted a spiral strategy for implementing the National Security Personnel System across the workforce. The spiral strategy will allow the department to manage the initial implementation and assess and evaluate the NSPS rules and supporting systems so that refinements can be made prior to implementation.
3. Spiral One will be phased in over an 18- month period. The NSPS law provides that the NSPS human resources system may not apply to organizations with more than 300K employees until the Secretary of Defense determines and certifies that the department has a performance management system in place that meets the statutory criteria established for the NSPS performance management system. Spiral One will provide the basis for this certification prior to the deployment of Spiral Two.
4. Spiral Two will comprise the remainder of the covered workforce and will be initiated after a system assessment of Spiral One and after the Secretary of Defense certification of the department's performance management system. Spiral Three will comprise the DoD labs should current legislative restrictions be eliminated.
5. Extensive training on effective communication and on the functional aspects of the system will be provided to key personnel prior to deployment. The system will be fully implemented in the July 2007/January 2008 timeframe.
6. Further guidance and information will be provided as it becomes available. For immediate questions please call Capt Stuart Ewing at CAGNET 63402, DSN 466-3402 or 916-854-3402.

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